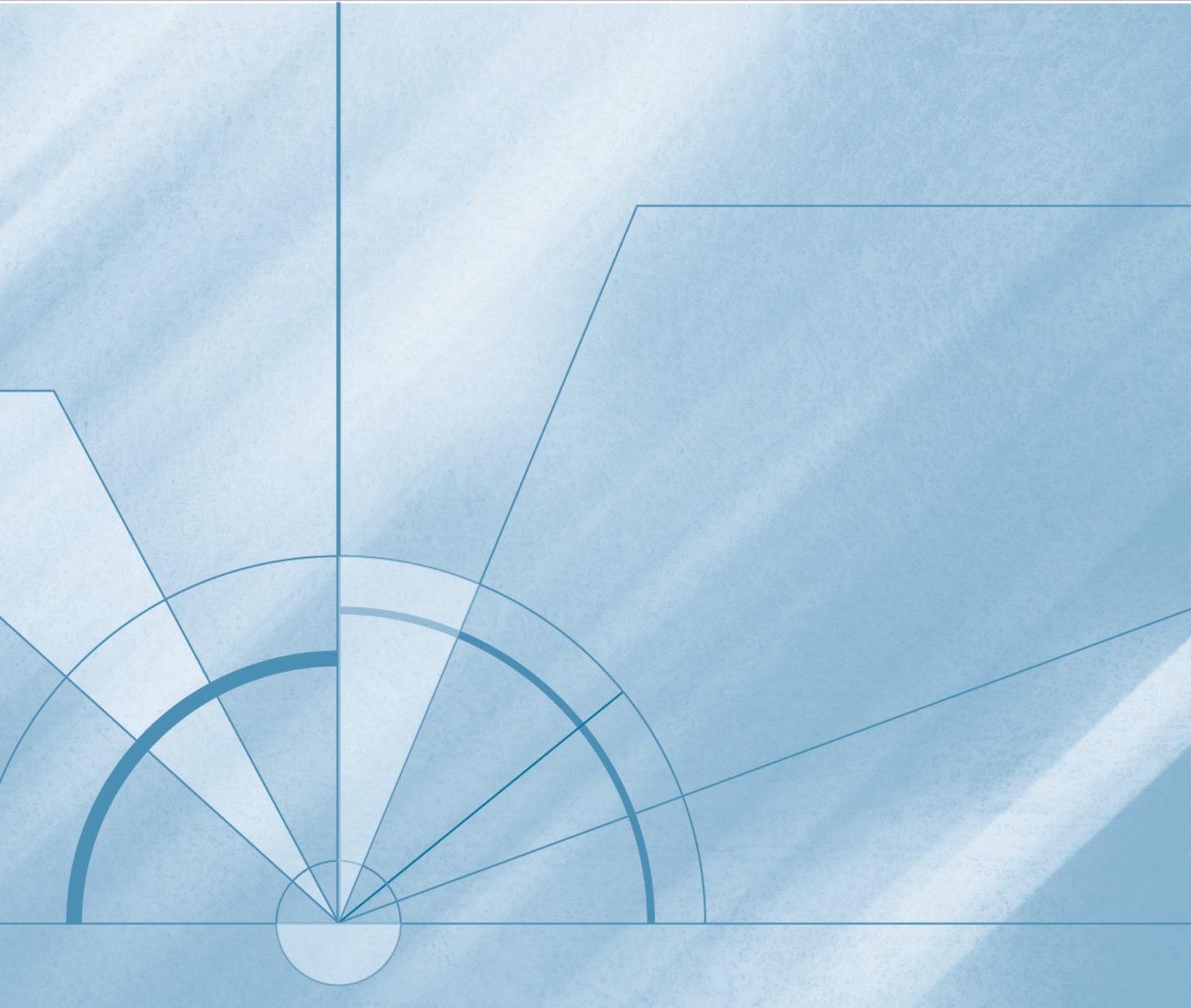


2020

Office of Personnel Management
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Environmental Protection Agency
Office of the Inspector General



Environmental Protection Agency

Office of the Inspector General

1st Level Subagency Report

This 2020 OPM Federal Employee Viewpoint Survey Report provides summary results for the core FEVS, telework, work-life, and demographic items for your subagency, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
_ Governmentwide	624,800	44.3%
_ Environmental Protection Agency	8,115	63.1%
_ Office of the Inspector General	210	85.7%

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your sub-agency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *Choose Not to Participate*, *Not Available to me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 10 and 12 to 38 are included). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

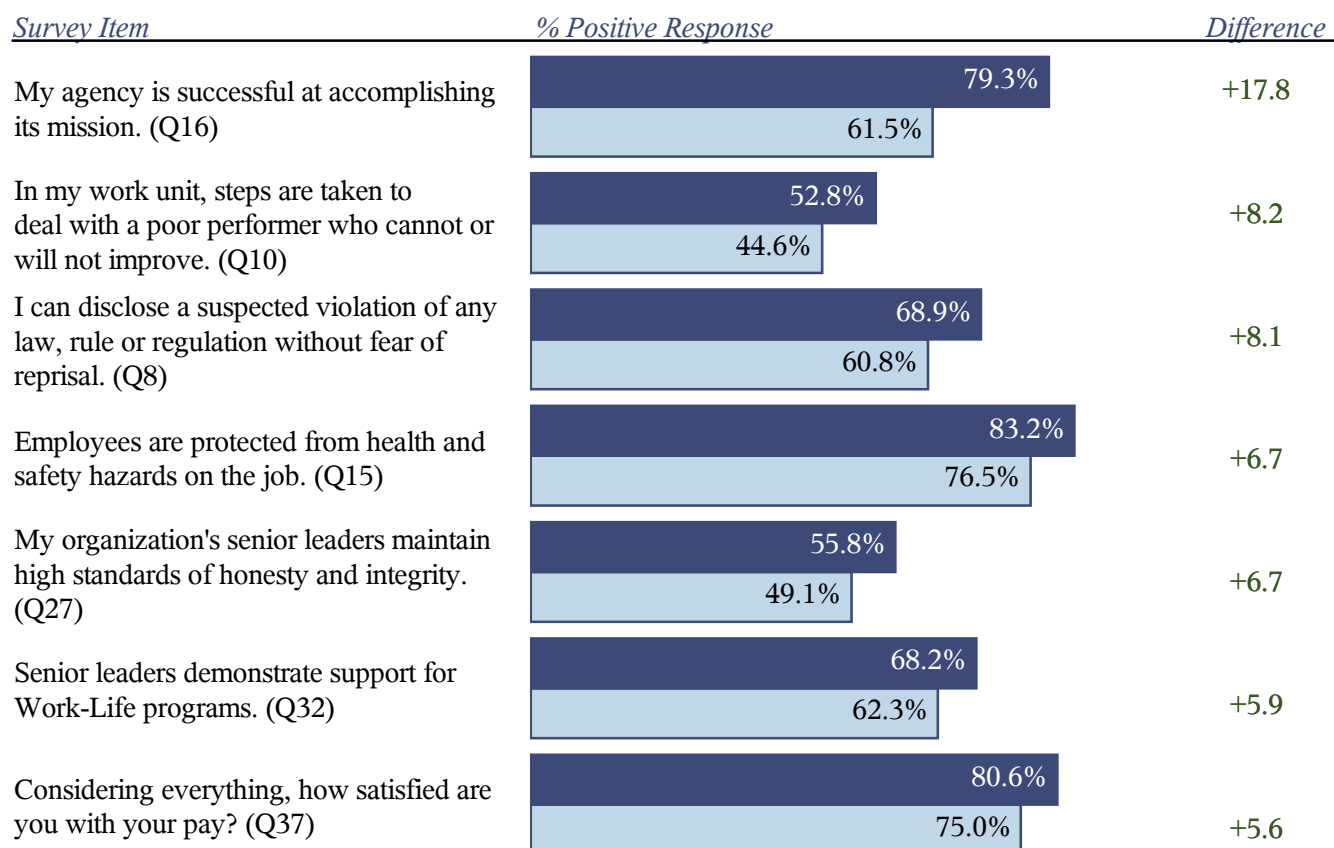
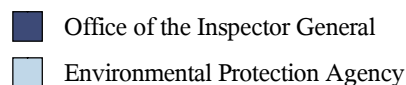
87.4%	My supervisor supports my need to balance work and other life issues. (Q19)
86.7%	I know how my work relates to the agency's goals. (Q7)
86.5%	My supervisor treats me with respect. (Q23)
86.0%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q13)
83.7%	The people I work with cooperate to get the job done. (Q9)
83.2%	Employees are protected from health and safety hazards on the job. (Q15)
83.1%	My supervisor is committed to a workforce representative of all segments of society. (Q20)
82.5%	My supervisor listens to what I have to say. (Q22)
81.9%	Supervisors in my work unit support employee development. (Q21)
80.6%	Considering everything, how satisfied are you with your pay? (Q37)

Highest Percent Negative

35.5%	I believe the results of this survey will be used to make my agency a better place to work. (Q18)
32.9%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q26)
29.0%	How satisfied are you with your involvement in decisions that affect your work? (Q33)
26.9%	My workload is reasonable. (Q5)
25.6%	I have a high level of respect for my organization's senior leaders. (Q31)
24.4%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q34)
24.0%	I feel encouraged to come up with new and better ways of doing things. (Q2)
23.3%	My talents are used well in the workplace. (Q6)
22.9%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q10)
22.1%	I recommend my organization as a good place to work. (Q17)

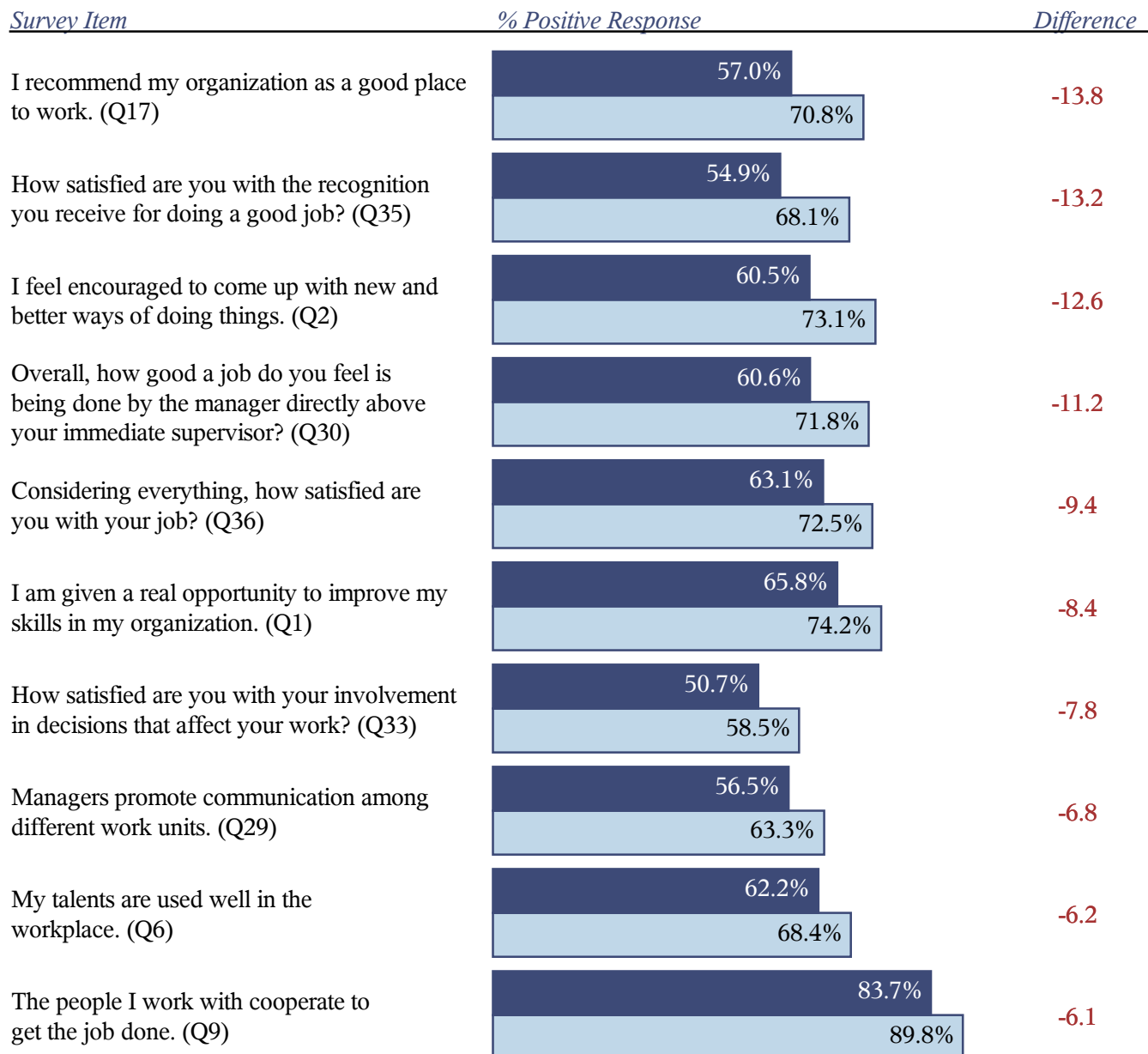
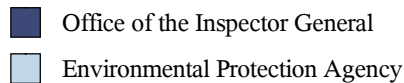
Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Environmental Protection Agency) average (only items 1 to 10 and 12 to 38 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Environmental Protection Agency) average (only items 1 to 10 and 12 to 38 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	619,947	69.9%	15.2%	14.8%
_ Environmental Protection Agency	8,070	74.2%	13.6%	12.2%
_ Office of the Inspector General	210	65.8%	16.0%	18.3%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	615,099	66.6%	15.9%	17.5%
_ Environmental Protection Agency	8,003	73.1%	13.3%	13.6%
_ Office of the Inspector General	207	60.5%	15.5%	24.0%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	618,334	74.6%	13.7%	11.7%
_ Environmental Protection Agency	8,052	78.1%	12.0%	10.0%
_ Office of the Inspector General	209	74.0%	15.4%	10.6%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	621,862	83.5%	9.2%	7.3%
_ Environmental Protection Agency	8,082	84.1%	8.9%	7.0%
_ Office of the Inspector General	210	80.3%	11.6%	8.1%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	619,493	66.7%	12.7%	20.6%	931
_ Environmental Protection Agency	8,053	62.0%	12.9%	25.1%	10
_ Office of the Inspector General	209	58.3%	14.9%	26.9%	0

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	611,287	65.9%	15.3%	18.8%	1,541
_ Environmental Protection Agency	7,957	68.4%	14.3%	17.3%	22
_ Office of the Inspector General	208	62.2%	14.5%	23.3%	0

My Work Experience (continued)

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	618,591	87.1%	7.9%	5.0%	1,479
_ Environmental Protection Agency	8,039	87.2%	7.5%	5.3%	22
_ Office of the Inspector General	210	86.7%	7.1%	6.2%	0

8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	604,744	68.5%	16.1%	15.4%	18,046
_ Environmental Protection Agency	7,645	60.8%	19.2%	20.0%	440
_ Office of the Inspector General	205	68.9%	16.3%	14.8%	3

My Work Unit

9. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	623,646	84.1%	8.5%	7.4%
_ Environmental Protection Agency	8,100	89.8%	5.8%	4.4%
_ Office of the Inspector General	209	83.7%	7.1%	9.2%

10. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	540,222	42.3%	27.5%	30.2%	83,418
_ Environmental Protection Agency	6,302	44.6%	31.7%	23.7%	1,800
_ Office of the Inspector General	181	52.8%	24.4%	22.9%	29

11. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know (N)
_ Governmentwide	479,951	18.6%	49.3%	9.3%	2.0%	20.8%	143,690
_ Environmental Protection Agency	5,940	18.0%	39.0%	7.7%	1.5%	33.7%	2,160
_ Office of the Inspector General	158	24.7%	35.8%	9.5%	1.3%	28.6%	51

My Work Unit (continued)

12. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	574,692	50.9%	25.0%	24.1%	48,809
_ Environmental Protection Agency	7,138	58.9%	22.7%	18.4%	962
_ Office of the Inspector General	194	56.9%	21.4%	21.8%	15

13. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	618,137	81.9%	10.5%	7.6%	5,585
_ Environmental Protection Agency	8,017	85.6%	7.6%	6.8%	89
_ Office of the Inspector General	209	86.0%	6.7%	7.2%	1

My Agency

14. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	614,057	64.3%	17.0%	18.8%	7,882
_ Environmental Protection Agency	7,985	73.9%	13.3%	12.8%	92
_ Office of the Inspector General	207	69.3%	12.6%	18.1%	3

15. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	615,590	77.3%	11.3%	11.4%	6,144
_ Environmental Protection Agency	7,887	76.5%	13.0%	10.5%	190
_ Office of the Inspector General	204	83.2%	10.3%	6.4%	5

16. My agency is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	614,969	81.4%	12.5%	6.1%	7,377
_ Environmental Protection Agency	7,982	61.5%	18.2%	20.3%	99
_ Office of the Inspector General	208	79.3%	12.5%	8.2%	2

My Agency (continued)

17. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	623,730	70.7%	17.2%	12.1%
_ Environmental Protection Agency	8,097	70.8%	16.8%	12.4%
_ Office of the Inspector General	210	57.0%	20.9%	22.1%

18. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	580,828	42.9%	28.2%	28.8%	43,177
_ Environmental Protection Agency	7,474	40.9%	27.2%	31.8%	632
_ Office of the Inspector General	193	42.4%	22.0%	35.5%	15

My Supervisor

19. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	620,352	84.8%	8.1%	7.1%	3,002
_ Environmental Protection Agency	8,061	91.2%	5.0%	3.8%	31
_ Office of the Inspector General	209	87.4%	4.0%	8.7%	1

20. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	590,535	78.9%	14.7%	6.4%	32,108
_ Environmental Protection Agency	7,599	85.6%	10.0%	4.4%	486
_ Office of the Inspector General	199	83.1%	9.8%	7.2%	11

21. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	616,623	77.8%	12.5%	9.7%	6,265
_ Environmental Protection Agency	8,012	84.3%	9.3%	6.4%	76
_ Office of the Inspector General	207	81.9%	10.2%	7.8%	1

My Supervisor (continued)

22. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	621,769	82.7%	9.1%	8.1%
_ Environmental Protection Agency	8,074	88.5%	6.2%	5.3%
_ Office of the Inspector General	208	82.5%	8.7%	8.8%

23. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	621,647	86.5%	7.6%	5.9%
_ Environmental Protection Agency	8,071	89.9%	5.7%	4.4%
_ Office of the Inspector General	208	86.5%	6.8%	6.8%

24. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	621,453	76.0%	12.6%	11.3%
_ Environmental Protection Agency	8,067	81.5%	10.3%	8.1%
_ Office of the Inspector General	207	76.5%	9.8%	13.7%

25. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	623,361	78.1%	14.0%	7.8%
_ Environmental Protection Agency	8,091	84.5%	10.9%	4.6%
_ Office of the Inspector General	209	79.6%	12.1%	8.3%

Leadership

26. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	610,089	50.7%	23.6%	25.7%	10,495
_ Environmental Protection Agency	7,969	43.5%	22.5%	34.0%	104
_ Office of the Inspector General	206	43.7%	23.4%	32.9%	3

Leadership (continued)

27. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	589,211	61.0%	21.5%	17.5%	28,542
_ Environmental Protection Agency	7,667	49.1%	22.8%	28.1%	371
_ Office of the Inspector General	199	55.8%	22.5%	21.7%	8

28. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	613,083	67.6%	17.3%	15.1%	5,087
_ Environmental Protection Agency	7,976	68.3%	16.8%	14.9%	57
_ Office of the Inspector General	205	70.4%	15.2%	14.4%	2

29. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	608,353	60.1%	19.8%	20.1%	11,890
_ Environmental Protection Agency	7,919	63.3%	18.7%	18.1%	150
_ Office of the Inspector General	204	56.5%	25.3%	18.2%	5

30. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	584,531	66.8%	20.0%	13.2%	34,681
_ Environmental Protection Agency	7,756	71.8%	17.5%	10.7%	290
_ Office of the Inspector General	197	60.6%	23.5%	15.9%	11

31. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	610,973	61.8%	21.2%	17.0%	8,107
_ Environmental Protection Agency	7,969	49.0%	22.5%	28.5%	80
_ Office of the Inspector General	204	51.8%	22.6%	25.6%	4

Leadership (continued)

32. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	574,976	64.2%	22.0%	13.8%	43,872
_ Environmental Protection Agency	7,502	62.3%	20.7%	17.0%	550
_ Office of the Inspector General	204	68.2%	15.2%	16.7%	5

My Satisfaction

33. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	615,320	57.9%	21.8%	20.2%
_ Environmental Protection Agency	8,019	58.5%	20.5%	21.0%
_ Office of the Inspector General	209	50.7%	20.3%	29.0%

34. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	613,053	57.8%	20.6%	21.6%
_ Environmental Protection Agency	7,994	59.4%	19.4%	21.2%
_ Office of the Inspector General	206	57.3%	18.3%	24.4%

35. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	612,519	58.7%	21.0%	20.2%
_ Environmental Protection Agency	7,987	68.1%	18.0%	13.9%
_ Office of the Inspector General	208	54.9%	25.1%	20.0%

36. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	611,647	71.6%	15.4%	13.0%
_ Environmental Protection Agency	7,985	72.5%	14.9%	12.7%
_ Office of the Inspector General	208	63.1%	20.8%	16.1%

My Satisfaction (continued)

37. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	614,373	67.0%	15.0%	18.0%
_ Environmental Protection Agency	8,007	75.0%	12.2%	12.8%
_ Office of the Inspector General	208	80.6%	10.2%	9.3%

38. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	615,661	65.6%	18.9%	15.5%
_ Environmental Protection Agency	8,026	61.8%	19.1%	19.1%
_ Office of the Inspector General	209	57.2%	22.1%	20.8%

Telework

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
_ Governmentwide	606,230	3.2%	5.3%	15.5%	5.0%	12.8%
_ Environmental Protection Agency	7,974	2.2%	2.7%	44.1%	14.2%	17.7%
_ Office of the Inspector General	207	1.0%	0.9%	70.7%	6.3%	9.3%

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
_ Governmentwide	606,230	23.7%	3.4%	19.1%	11.8%
_ Environmental Protection Agency	7,974	1.3%	0.4%	3.4%	13.9%
_ Office of the Inspector General	207	0.5%	0.5%	1.0%	9.8%

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
_ Governmentwide	608,111	59.0%	9.5%	5.2%	1.0%	3.3%
_ Environmental Protection Agency	7,964	95.5%	2.8%	0.6%	0.1%	0.5%
_ Office of the Inspector General	209	96.6%	2.4%	0.5%	0.5%	0.0%

Telework (continued)

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
_ Governmentwide	608,111	16.0%	1.6%	2.2%	2.2%
_ Environmental Protection Agency	7,964	0.2%	0.0%	0.1%	0.2%
_ Office of the Inspector General	209	0.0%	0.0%	0.0%	0.0%

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
_ Governmentwide	604,562	47.3%	11.6%	8.0%	1.7%	3.9%
_ Environmental Protection Agency	7,960	89.4%	6.9%	1.6%	0.4%	0.7%
_ Office of the Inspector General	208	96.6%	1.9%	0.5%	1.0%	0.0%

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
_ Governmentwide	604,562	18.3%	1.7%	3.9%	3.5%
_ Environmental Protection Agency	7,960	0.5%	0.0%	0.0%	0.5%
_ Office of the Inspector General	208	0.0%	0.0%	0.0%	0.0%

Work-Life

58. How satisfied are you with the Telework program in your agency?

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Program (N)
_ Governmentwide	512,728	78.4%	11.5%	10.1%	9,996	70,318	5,155
_ Environmental Protection Agency	7,736	73.5%	9.4%	17.2%	84	41	7
_ Office of the Inspector General	207	72.9%	6.3%	20.7%	0	1	1

59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply)

Organizations	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
_ Governmentwide	594,723	48.8%	18.9%	5.6%	2.8%	0.5%	41.6%
_ Environmental Protection Agency	7,842	79.5%	35.1%	6.3%	4.2%	0.5%	14.3%
_ Office of the Inspector General	208	79.1%	59.5%	7.7%	2.4%	0.5%	12.1%

Work-Life (continued)

60. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
– Governmentwide	420,768	82.5%	12.1%	5.4%	92,389	67,807	14,558
– Environmental Protection Agency	7,026	87.5%	6.1%	6.4%	744	66	11
– Office of the Inspector General	181	92.8%	3.2%	3.9%	7	20	0

61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
– Governmentwide	366,652	63.8%	27.1%	9.1%	125,421	54,613	44,877
– Environmental Protection Agency	5,966	74.4%	18.8%	6.7%	1,415	173	236
– Office of the Inspector General	160	85.6%	13.1%	1.3%	36	6	5

62. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
– Governmentwide	270,883	51.1%	42.7%	6.3%	266,695	13,796	42,632
– Environmental Protection Agency	3,030	52.1%	40.6%	7.4%	4,263	40	466
– Office of the Inspector General	71	64.5%	31.2%	4.3%	124	0	13

63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
– Governmentwide	174,140	36.9%	55.6%	7.5%	300,375	55,448	63,609
– Environmental Protection Agency	1,969	43.5%	49.0%	7.4%	4,628	534	665
– Office of the Inspector General	36	41.5%	50.2%	8.3%	140	11	22

64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
– Governmentwide	140,850	28.5%	66.2%	5.3%	298,503	49,768	101,189
– Environmental Protection Agency	1,309	28.9%	65.7%	5.4%	4,598	515	1,347
– Office of the Inspector General	25	28.0%	63.8%	8.2%	138	9	36

My Employment Demographics

Where do you work?

Response	%
Headquarters	47.8%
Field	47.3%
Full-time telework (e.g., home office, telecenter)	4.9%

What is your supervisory status?

Response	%
Senior Leader	1.5%
Manager	5.5%
Supervisor	12.4%
Team Leader	17.4%
Non-Supervisor	63.2%

What is your pay category/grade?

Response	%
Federal Wage System	0.0%
GS 1-6	1.5%
GS 7-12	13.9%
GS 13-15	82.2%
Senior Executive Service	1.5%
Senior Level (SL) or Scientific or Professional (ST)	0.5%
Other	0.5%

What is your US military service status?

Response	%
No Prior Military Service	82.4%
Currently in National Guard or Reserves	1.5%
Retired	5.9%
Separated or Discharged	10.3%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	2.0%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.0%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	0.0%
No	100.0%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

How long have you been with the Federal Government (excluding military service)?

Response	%
Less than 1 year	0.0%
1 to 3 years	12.3%
4 to 5 years	4.9%
6 to 10 years	15.3%
11 to 14 years	11.3%
15 to 20 years	19.7%
More than 20 years	36.5%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

Response	%
Less than 1 year	0.0%
1 to 3 years	24.5%
4 to 5 years	5.4%
6 to 10 years	15.7%
11 to 14 years	13.2%
15 to 20 years	15.7%
More than 20 years	25.5%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

Are you considering leaving your organization within the next year, and if so, why?

Response	Before the COVID-19 pandemic %	Today %
No	59.3%	59.7%
Yes, to retire	8.0%	6.0%
Yes, to take another job within the Federal Government	26.1%	26.4%
Yes, to take another job outside the Federal Government	5.0%	3.0%
Yes, other	1.5%	5.0%

Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?

Response	%
Yes	31.0%
No	69.0%

Note: If the response to your considering leaving your organization did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.

I am planning to retire:

Response	Before the COVID-19 pandemic %	Today %
Less than 1 year	2.5%	3.1%
1 year	3.5%	3.1%
2 years	7.6%	6.6%
3 years	7.1%	5.1%
4 years	4.0%	6.1%
5 years	7.6%	7.7%
More than 5 years	67.7%	68.4%

Has your retirement plan changed because of the COVID-19 pandemic?

Response	%
Yes	29.0%
No	71.0%

Note: If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.

Note: Percentages for demographic questions are unweighted.

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	4.5%
No	95.5%

Please select the racial category or categories with which you most closely identify.

Response	%
White	55.1%
Black or African American	30.3%
All other races	14.6%

What is your age group?

Response	%
29 years and under	7.4%
30-39 years old	17.8%
40-49 years old	28.2%
50-59 years old	33.2%
60 years or older	13.4%

What is the highest degree or level of education you have completed?

Response	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

My Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	9.9%
No	90.1%

Are you:

Response	%
Male	46.0%
Female	54.0%

Are you transgender?

Response	%
Yes	0.0%
No	100.0%

Which one of the following do you consider yourself to be?

Response	%
Straight, that is not gay or lesbian	--
Gay or Lesbian	--
Bisexual	--
Something else	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.